

DRAFT EMAIL

First, thank you for your participation in the talent acquisition workgroup sessions at the end of June. Your insights on improving the hiring and onboarding processes have been invaluable in shaping the enhancements currently being developed by the ArchHR technical team.

The external consulting technical team has been working diligently to configure these improvements, which are designed to significantly elevate the user experience. As with any major update, extensive testing and validation are required to ensure the system functions smoothly. The Talent Acquisition team has begun initial testing and continues to collaborate closely with the technical team to fine-tune the solutions.

We sincerely appreciate your patience and support as these enhancements are finalized. More updates will follow from the project team as we approach the final stages. One upcoming opportunity will allow you and other users to participate in hands-on testing of the enhancements. These sessions will give you a first look, let you work in the system, and provide feedback to ensure the tools meet your needs.

In the meantime your feedback has highlighted critical areas, including hiring timelines and downstream impacts on payroll and benefits. Between February and September 2025, nearly 1,300 employees were hired—over 75% into school positions—representing almost one-quarter of our workforce. In August alone, more than 550 hires were initiated, placing significant demand on payroll and benefits systems. When established Talent Acquisition processes are followed, results demonstrate clear success: from February through June 2025, over 700 hires were processed with fewer than 10 payroll or benefits errors per month—an error rate under 1%. These results confirm that consistent processes minimize issues even during peak volumes and underscore the need to configure the system to support optimal outcomes—what the technical team is actively working on.

Several TA enhancements are underway, focused on streamlining job postings, simplifying candidate tracking, and improving communication tools. These updates are intended to reduce administrative effort for school leaders and their delegates while ensuring consistency and compliance across schools. As promised during the initial sessions, you will be invited to participate in user testing to provide input and confirm the tools are practical, efficient, and aligned with your school's unique needs.

Additionally, Rubin Brown is conducting an independent review of Talent Acquisition, HR, payroll, and related systems and processes. Their evaluation will guide prioritization of critical issues, including data cleanup, interface completion, and long-term recommendations for efficiency, compliance, and sustainability to support the archbishop's goals.

Our shared goal is clear: to build a compliant, efficient, and sustainable system that reduces administrative burden, supports predictable workforce planning, and allows you to focus on your mission. We are grateful for your partnership and confident these enhancements will make your ArchHR experience even better.